DEPARTMENT OF THE NAVY

BASE REALIGNMENT AND CLOSURE (BRAC) TRANSITION FOR EMPLOYEES

BRAC TRANSITION FOR EMPLOYEES

1. **Benefits and/or Entitlements**

2. **Transition Assistance**

3. **Human Resources Support**

BRAC TRANSITION FOR EMPLOYEES

1. Benefits and/or Entitlements

- Annual Leave Restoration
- Voluntary Incentive Separation Pay (VSIP)
- Voluntary Early Retirement Authority (VERA)
- Continuation of Health Benefits
- Automatic Waiver of Health Insurance Minimum Participation Requirement

BRAC TRANSITION FOR EMPLOYEES

Annual Leave Restoration

- Allows employees at activities under BRAC to accumulate annual leave over the 240 hour restriction.
- Entitlement applies to employees at bases or installations identified for closure and realignment outside of the commuting area only.
- Entitlement does NOT apply to employees:
  - In bases/installations relocating within the commuting area
  - At an organization or function located at closing installations but designated to continue operations after the activity's closure.

BRAC TRANSITION FOR EMPLOYEES

Annual Leave Restoration (cont)

- Entitlement starts 9 Nov 2005, the date BRAC 2005 became law.

- This restored annual leave can be included in the lump sum payment for an employee's annual leave when he/she separates or can increase the amount of leave to help an employee qualify for retirement or health benefits.

BRAC TRANSITION FOR EMPLOYEES

Voluntary Separation Incentive Pay (VSIP) – also known as "Buyouts"

- Provides separation pay of up to $25,000 or amount of severance pay you would receive, whichever is less.
- For employees who voluntarily retire or resign.
- Management decides when it will be offered and when the employee has to be off the rolls.
- Not eligible if in receipt of a reduction in force (RIF) separation notice or declined a transfer of function or declined to relocate with position.

BRAC TRANSITION FOR EMPLOYEES

Voluntary Early Retirement Authority (VERA)

- Allows early retirement at age 50 with 20 years service or at any age with 25 years of service with a reduced annuity.
- Management decides when it will be offered and when the employee has to be off the rolls.
- Can retire early with a VSIP if offered.
- Can be used at activities that are downsizing or transferring the function.

BRAC TRANSITION FOR EMPLOYEES

Continuation of Health Benefits

- Department of Defense pays government share of health insurance for up to 18 months
- Must be enrolled in Health Benefits Program at time of separation
- Employee Eligibility
  - Separated by RIF
  - Resign after receipt of RIF notice
  - Volunteer for RIF
  - Resign from Surplus position
- Employees who decline a transfer of function are NOT eligible

BRAC TRANSITION FOR EMPLOYEES

Automatic Waiver of Health Insurance Minimum Participation Requirement

- Normally, must be enrolled in health insurance program for 5 years in order to continue coverage as a retiree
- The Office of Personnel Management has granted waivers to the 5 year requirement
- Pre-approved waivers are granted to employees who:
  - Are covered under Federal Employees Health Benefits (FEHB) since October for each succeeding fiscal year and...
  - Retire with a VSIP,
  - Take early optional retirement, or
  - Take discontinued service retirement based on an involuntary separation due to RIF

BRAC TRANSITION FOR EMPLOYEES

2. Transition Assistance

- Job Exchange
- Outplacement Subsidy
- Voluntary Separation Incentive Pay (VSIP) Phase II
- Priority Placement Program (PPP)
- Reemployment Priority List (RPL)
- Interagency Career Transition Assistance Plan (ICTAP)
- Homeowner’s Assistance Program
- Workforce Investment Act

BRAC TRANSITION FOR EMPLOYEES

Job Exchanges

- Concurrent reassignments to accommodate the placement of a displaced employee from a closing activity to a non-closing activity.

- There are two type of exchanges/swaps

  - Two employees swap jobs when no vacancy exists and neither has declined an offer under transfer of work, transfer of function, or management directed reassignment.
  - When an employee at an activity not scheduled for closure is eligible for optional or discontinued service retirement (DSR) and exchanges jobs with an employee (not eligible for retirement) at a closing activity.

BRAC TRANSITION FOR EMPLOYEES

Job Exchanges (cont)

- Employee placed at the closing activity must agree to remain in the position until released by the installation and forfeit Priority Placement Program registration.

- Closing activity pays all permanent change of station relocation expenses for both employees.

BRAC TRANSITION FOR EMPLOYEES

Outplacement Subsidy

- Allows reimbursement of moving expenses for employees accepting jobs in other Federal agencies.
- Limited to $20,000.
- Not available for employees who decline a valid PPP offer.
- Must be in receipt of reduction in force notice.
- Usage is at discretion of activity.

BRAC TRANSITION FOR EMPLOYEES

VSIP Phase II

- Non-downsizing activities may use incentives to create vacancies to place employees facing reduction in force separation at downsizing activities.
- Operated through the Priority Placement Program. Incentive and permanent change of station relocation costs paid by downsizing activity.
- Employee at downsizing (or closure) activity must be in receipt of a reduction in force notice.

BRAC TRANSITION FOR EMPLOYEES

Priority Placement Program (PPP)

- Provides mandatory placement for BRAC affected employees
- Employees scheduled to be separated or downgraded through RIF or separated for declining to transfer with their position, outside of the commuting area, can register in PPP.
  - ***Priority 1*** - Scheduled for separation
  - ***Priority 2*** - Decline to transfer with the position
  - ***Priority 2*** - Scheduled for a downgrade of 2 grades or more
  - ***Priority 3*** - Scheduled for a downgrade of 1 grade

BRAC TRANSITION FOR EMPLOYEES

Priority Placement Program (PPP)

- Allows registration up to 2 years prior to closure date
  - Beyond 1 year in advance requires DOD CARE Office approval
  - Timing of registration is at management discretion if prior to receipt of reduction in force notice or declining transfer of position.
- May be registered in PPP up to 1 year following separation.

BRAC TRANSITION FOR EMPLOYEES

Reemployment Priority List (RPL)

- Provides reemployment priority consideration over certain non-Department of Defense job applicants, to employees separating by RIF
- Allows registration within commuting area upon receipt of RIF separation notice or certification of expected separation.
- Employees who decline to transfer with their position outside of the commuting area are NOT entitled to register in the RPL.

BRAC TRANSITION FOR EMPLOYEES

Interagency Career Transition Assistance Plan (ICTAP)

- Employees receive selection priority for positions at non-DoD activities.
- Allows consideration within commuting area upon receipt of a reduction in force separation notice or as a result of declining to transfer or relocate outside of the commuting area.
- Employees must apply for vacancies and be found well qualified.

BRAC TRANSITION FOR EMPLOYEES

Homeowners Assistance Program (HAP)

- HAP offers four general forms of assistance:
  - Reimbursement for part of the loss from selling a home
  - Assistance if there are not enough proceeds from the sale of a home to pay off the mortgage
  - Purchase of a home by paying off the mortgage
  - Assistance if there has been a default on the mortgage.

- The Army Corps of Engineers will analyze the community situation, conduct market surveys, and make recommendations for final determination and program approval. If the conditions are met, and a program is approved, the Army Corps of Engineers will establish a HAP program.

BRAC TRANSITION FOR EMPLOYEES

Workforce Investment Act (WIA)

- Through WIA, separating employees may be eligible for career counseling and testing, retraining, placement assistance, financial counseling, and other services.

- State Workforce Agencies along with local One-Stop Career Centers coordinate and provide the above outplacement services.

- On-line services are available at http://www.careeronestop.org.

BRAC TRANSITION FOR EMPLOYEES

3. Human Resources Support

- **Department of Navy's Civilian BRAC Call Center**
  - 1-800-893-1836
  - Brac_support.fct@navy.mil
- BRAC CARE Brochure
- BRAC CARE Website: http://www.cpms.osd.mil/bractransition
- DoN HR Website: http://www.donhr.navy.mil
- Benefits Line: 1-888-320-2917

  Civilian Benefits Information Center: https://www.civilianbenefits.hroc.navy.mil